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First Annual Community College Sabbatical Leave Survey.
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This table shows the sabbatical leave policy of each of 21 junior colleges in Washington State (1967-68). The factors considered in establishing a policy are: (1) the years of service before qualification, (2) the purpose of the leave (study, travel, or research), (3) amount of advance notice required before taking leave, (4) the limit on the number of staff members on leave at one time, (5) the range of sabbatic pay, (6) agreement between instructor and college on how long the teacher must remain after return from leave and whether he retains tenure, status, seniority, and other privileges, and (7) the length of time for which leave is permitted. It is felt the table can be a guide for other community colleges engaged in establishing their own policies. (HH)

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*First Annual
Community College
Sabbatical Leave Survey*

1967-68

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OCT 14 1968

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

HIGHLIGHTS OF SABBATICAL LEAVE PROVISIONS OF

COLLEGE	YEARS OF SER- VICE TO QUALIFY	PURPOSE			WRITTEN RE- QUEST DEADLINE	STAFF LIMIT	STIPEND Minimum
		Study	Travel	Research			
Bellevue	7	x	x	x	February 15	1%	
Big Bend	1	Sickness or immediate professional growth			January 15	5%	9% of salary
Centralia	No policy						
Clark	6-7	x		x	General Announcement	3%	½ annual salary
Columbia Basin	7	x		x	April 1	1%	½ annual base sal
Edmonds- Everett	7	x	x	x	March 1	3%	½ annual or \$5,000 ever is
Fort Steilacoom	No policy						
Grays Harbor	2	x	x	x	February 15	6%	2/3 of salary
Green River	2	x	x	x	January 1	6%	12.5% of salary each 3
Highline	2	x	x	x	Two quarters in advance	2%	2/3 of salary
Lower Columbia	5	x	x	x	A reasonable time	Not specified	

PROVISIONS OF COMMUNITY COLLEGES (1967-68)

STIPEND (Per Year)		AGREEMENTS		DURATION
Minimum	Maximum	Teacher Agrees	College Agrees	OF LEAVE
	$\frac{1}{2}$ annual salary	Return for one year	Maintain instructor's seniority, retirement and other rights	One year
9% of salary	54% of salary	Unspecified	Pay leave stipend	One year
$\frac{1}{2}$ annual salary	\$5,000	Return for period equal to leave	To give assignments to the division and discipline of the instructor's competence	One year
$\frac{1}{2}$ annual base salary		Return for one year	To provide the same or comparable position	One year
$\frac{1}{2}$ annual salary or \$5,000, whichever is lower		Return for two years and to post a bond or sign a loan agreement	To reinstate faculty member to old position or equivalent	One qtr. to one year
$\frac{2}{3}$ of salary		Return for one year	To provide same job position	One qtr. to one year
12.5% of salary for each 3 qtrs.	75% of salary	Return for one year	To reemploy as though the sabbatical year was a teaching year	One qtr. to one year
$\frac{2}{3}$ of salary		Return for two qtrs. for each qtr. of leave	To pay stipend and provide leave	One qtr. to one year
Unspecified	\$6,500	Return for one year	To pay leave and re-employ with no loss of salary status	One year

HIGHLIGHTS OF SABBATICAL LEAVE PROVISIONS OF

<u>COLLEGE</u>	<u>YEARS OF SER- VICE TO QUALIFY</u>	<u>PURPOSE</u>			<u>WRITTEN RE- QUEST DEADLINE</u>	<u>STAFF LIMIT</u>	<u>STIPEND Minimum</u>
		<u>Study</u>	<u>Travel</u>	<u>Research</u>			
Olympic	7	x	x	x	Prior to contract renewal	two members	½ salary \$6,000
Peninsula	5-7	x		x	November 1	Not specified	50% of annual salary
Seattle	7	x	x	x	April 1	1%	½ annu salary
Shoreline	1	x	x	x	February 1	Not specified	10% of annual salary
Skagit Valley	5	x	x	x	June 1	2%	¾ of annual ary
Spokane	7	x	x	x	March 1	Not specified	½ annu salary
Tacoma	7	x	x	x	March 18	Not specified	½ annu salary
Walla Walla	No policy						
Wenatchee	No policy						
Yakima Valley	6	x	x	x	March 1	2%	½ base annual salary

PROVISIONS OF COMMUNITY COLLEGES (1967-68)

<u>STIPEND (Per Year)</u>		<u>AGREEMENTS</u>		<u>DURATION</u>
<u>Minimum</u>	<u>Maximum</u>	<u>Teacher Agrees</u>	<u>College Agrees</u>	<u>OF LEAVE</u>
$\frac{1}{2}$ salary or max. of \$6,000		Repay if does not return	To permit return on next salary step plus credit if applicable	One year
50% of annual salary	60% of annual salary	Return for one year	To allow instructor to maintain position on salary schedule	One year or less
$\frac{1}{2}$ annual salary		Return for one year and write a report	To reemploy with all rights and privileges	1-3 qtrs.
10% of annual salary	60% of annual salary	Return for one year and write a report	To pay stipend and to maintain tenure and salary placement	1-3 qtrs.
$\frac{3}{4}$ of base annual salary		Return for two years	Pay stipend and count leave as service	1-3 qtrs.
$\frac{1}{2}$ annual salary		Return for one year and post surety bond	To reinstate in an equivalent position	1-3 qtrs.
$\frac{1}{2}$ annual salary	$\frac{1}{2}$ max. 5 years and BA sched.	No gainful employment Return for one year	Not to impair applicant's tenure or status	One semester or one year
$\frac{1}{2}$ base annual salary		Return for one year	To provide a position when leave is over	1-3 qtrs.

ACKNOWLEDGMENT

The Research Department of the Washington Education Association is pleased to publish the First Annual Community College Sabbatical Leave Survey.

It has become evident that the compilation of information of this nature is essential in helping to provide programs of professional growth for community college faculties and administrative staffs.

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